



# Report on Desert Remote Facilities

Organization, Personnel and Technology Committee  
Item 6c  
September 22, 2015

# Colorado River Aqueduct



# Eagle Mountain Pumping Plant



# Background

- Iron, Eagle, and Hinds located in remote desert areas
- Staff live and work at the sites to support 24/7 operations, maintenance, and repairs
- Limited access to shopping centers, schools, entertainment, medical facilities, and family members
- Remote facility living costs
  - Additional travel
  - Secondary household furnishings

# Issues

- Loss of critical staff at remote facilities
  - Transfers to Gene/Intake and in-town facilities
  - Long recruitment time for skilled-craft positions
- Potential long-term impacts on Colorado River Aqueduct reliability
- Need to improve recruitment and retention at remote facilities

# Assessment Approach

- WSO and HR partnership
- Exit interviews
- Employee focus groups
- Agency surveys
- Dialogue with bargaining units

# Proposed Short-term Actions

- Maintain front yard landscapes at District houses
- Provide village community activity fund
- Allow employees to purchase fuel at District fuel stations

# Proposed Short-term Actions (cont.)

- Provide remote facility incentive
  - Incentive paid after 12 months of consecutive service
  - Non pensionable lump sum
  - Sunset provision after 3 years
- Prepare employee welcome packet
- Offer immediate occupancy of District houses

# Proposed Long-term Actions

- Refurbish District houses as needed
  - Master Plan
  - Condition assessments
  - Demonstration project to evaluate remodel vs new build
- Provide new storage buildings for equipment, materials, and spare parts
- Evaluate potential enhancements to common areas
- Evaluate alternative work schedules

# Next Steps

- Receive Board input and direction
- Collaborate with Legal and HR to work out details for short-term actions
- Partner with Engineering to develop capital program for long-term actions
- Negotiate impacts with bargaining units as needed

